

ROUTING AND TRANSMITTAL SLIP

TO: (Name, office symbol, room number, building, Agency/Post)	Initials	Date
1. <i>EQ DDA</i>	<i>[Signature]</i>	20 JUL 1982
2. <i>A/DDA</i>	<i>[Signature]</i>	20 JUL 1982
3. <i>DDA</i>	<i>[Signature]</i>	20 JUL 1982
4. <i>Karen - Pls call Bob</i>		
5. <i>[Redacted] for pick up.</i>		

Action	File	Note and Return
Approval	For Clearance	Per Conversation <i>BA</i>
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

1. Received today 20 JUL 1982
BA
 — 1-2/3: Looks ok —
 suggest you sign off

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
	Phone No.

5041-102

OPTIONAL FORM 41 (Rev. 7-76)
 Prescribed by GSA
 FPMR (41 CFR) 101-11.206

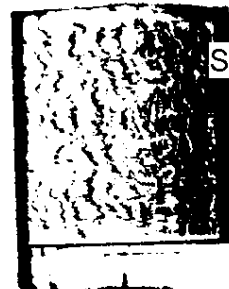
☆ GPO : 1981 O - 341-529 (120)

TRANSMITTAL SLIP		DATE
TO:		
ROOM NO.		
REMARKS:		
<p><i>Dan: Leaving the attached for your condonation. Note that [redacted] will receive his own copy for condonation. Accordingly, please pass the attached directly to Mr. Fitzwater.</i></p> <p><i>Thush</i> [redacted]</p>		
FROM:		
<i>RJW</i>		
ROOM NO.	BUILDING	
<i>7B14</i>		

FORM NO. 241
1 FEB 55

REPLACES FORM 35-8
WHICH MAY BE USED.

(47)



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Page Denied

General Counsel

82-06664

DD/A Registry

82-1795

OEXA 82-0560/3
13 July 1982

MEMORANDUM TO: Harry Fitzwater
Deputy Director for Administration

VIA:

[redacted]
Office of General Counsel

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[redacted]
Chief, Regulations Control Division

STAT

FROM: Jerry G. Prehn
Chief, Legislative Liaison Division

SUBJECT: Transmittal of Proposed Revisions of [redacted]
"Recruitment and Appointment" and
"Office of Personnel" to House Permanent Select
Committee on Intelligence and Senate Select
Committee on Intelligence

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REFERENCE: a. Pink Sheet DD/A 82-1599 and OEXA 82-1757, dated
24 June 1982
b. Memo for Chief, RCD, from [redacted], OGC, dated
27 May 1982, OGC 82-05174

STAT

1. Proposed transmittal letters are attached for your coordination. Note that Subsection (b)(5) speaks only to submission with the legislative history of the provision referencing submission of the proposed regulations to the Committees for a "reasonable" period of 30 days (Ref: Tabs A and B, respectively).

2. The transmittal letters to Messrs. Latimer and Simmons reflect the statutory language and its legislative history. The 30-day period will run from the date the letter is signed. Upon signing, Legislative Liaison Division officers will hand carry the letters along with the proposed regulations to the Committees.

3. Your concurrence is requested not later than COB Tuesday, 20 July 1982.

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[redacted]
Jerry G. Prehn

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Attachments

Central Intelligence Agency



Washington, D.C. 20505

Mr. Thomas K. Latimer, Staff Director
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Tom:

Section 501 of the Fiscal Year 1982 Intelligence Authorization Act adds a new Subsection 4(b) to the Central Intelligence Agency Act of 1949. This new Subsection provides expanded authority for the Director of Central Intelligence in the area of benefits, allowances, and travel. Subsection (b)(5) specifies that regulations issued pursuant to the new Subsection are to be submitted to the Senate Select Committee on Intelligence and the House Permanent Select Committee on Intelligence before they take effect.

The appropriate Agency components have prepared a proposed revision of [redacted] "Recruitment and Appointment," and [redacted] dealing with the functions of the Director of Personnel. Both proposed regulations are enclosed for your information along with a brief explanation.

STAT

We are anxious to implement the proposed regulations as soon as possible. In that regard, we note that House Report 97-101 part 1, in discussing the submission of regulations, speaks in terms of 30 days prior to the effective date as a reasonable period. We will be glad to notify you when implementation occurs.

Cordially yours,

[redacted]
Director, Office of External Affairs

STAT

Enclosures



Washington, D.C. 20505

Mr. Robert Simmons, Staff Director
Select Committee on Intelligence
United States Senate
Washington, D.C. 20510

Dear Rob:

Section 501 of the Fiscal Year 1982 Intelligence Authorization Act adds a new Subsection 4(b) to the Central Intelligence Agency Act of 1949. This new Subsection provides expanded authority for the Director of Central Intelligence in the area of benefits, allowances, and travel. Subsection (b)(5) specifies that regulations issued pursuant to the new Subsection are to be submitted to the Senate Select Committee on Intelligence and the House Permanent Select Committee on Intelligence before they take effect.

The appropriate Agency components have prepared a proposed revision of [] "Recruitment and Appointment," and [] dealing with the functions of the Director of Personnel. Both proposed regulations are enclosed for your information along with a brief explanation.

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Cordially yours,

[]
Director, Office of External Affairs

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Enclosures

INTELLIGENCE AUTHORIZATION ACT FOR FISCAL YEAR 1982

[95 Stat. 1150, Pub. L. 97-89, December 4, 1981]

An Act

To authorize appropriations for fiscal year 1982 for the intelligence and intelligence-related activities of the United States Government, for the Intelligence Community Staff, and for the Central Intelligence Agency Retirement and Disability System, to authorize supplemental appropriations for fiscal year 1981 for the intelligence and intelligence-related activities of the United States Government, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Intelligence Authorization Act for Fiscal Year 1982."

TITLE I—INTELLIGENCE ACTIVITIES

AUTHORIZATION OF APPROPRIATIONS

SEC. 101. Funds are hereby authorized to be appropriated for fiscal year 1982 for the conduct of the intelligence and intelligence-related activities of the following agencies of the United States Government:

- (1) The Central Intelligence Agency.
- (2) The Department of Defense.
- (3) The Defense Intelligence Agency.
- (4) The National Security Agency.
- (5) The Department of the Army, the Department of the Navy, and the Department of the Air Force.
- (6) The Department of State.
- (7) The Department of the Treasury.
- (8) The Department of Energy.
- (9) The Federal Bureau of Investigation.
- (10) The Drug Enforcement Administration.

CLASSIFIED SCHEDULE OF AUTHORIZATIONS

SEC. 102. The amounts authorized to be appropriated under section 101, and the authorized personnel ceilings as of September 30, 1982, for the conduct of the intelligence and intelligence-related activities of the agencies listed in such section, are those specified in the classified Schedule of Authorizations prepared by the committee of conference to accompany H.R. 3454 of the Ninety-seventh Congress. That Schedule of Authorizations shall be made available to the Committees on Appropriations of the Senate and House of Representatives and to the President. The President shall provide for suitable distribution of the Schedule, or of appropriate portions of the Schedule, within the executive branch.

VII(A)-21

19 February 1982

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INTELLIGENCE COMMUNITY STAFF ADMINISTERED IN SAME MANNER AS
CENTRAL INTELLIGENCE AGENCY

SEC. 203. During fiscal year 1982, activities and personnel of the Intelligence Community Staff shall be subject to the provisions of the National Security Act of 1947 (50 U.S.C. 401 et seq.) and the Central Intelligence Agency Act of 1949 (50 U.S.C. 403a-403l) in the same manner as activities and personnel of the Central Intelligence Agency.

TITLE III—CENTRAL INTELLIGENCE AGENCY RETIREMENT
AND DISABILITY SYSTEM

AUTHORIZATION OF APPROPRIATIONS

SEC. 301. There is authorized to be appropriated for the Central Intelligence Agency Retirement and Disability Fund for fiscal year 1982 the sum of \$84,600,000.

TITLE IV—SUPPLEMENTAL AUTHORIZATION FOR FISCAL
YEAR 1981

AUTHORIZATION OF APPROPRIATIONS

SEC. 401. In addition to the funds authorized to be appropriated under title I of the Intelligence Authorization Act for Fiscal Year 1981 (Public Law 96-450; 94 Stat. 1975), funds are hereby authorized to be appropriated for fiscal year 1981 for the conduct of the intelligence and intelligence-related activities of the United States Government. The amounts authorized to be appropriated under the preceding sentence are those specified for that purpose in the classified Schedule of Authorizations described in section 102.

TITLE V—GENERAL PROVISIONS RELATING TO THE
CENTRAL INTELLIGENCE AGENCY

ALLOWANCES AND BENEFITS FOR CENTRAL INTELLIGENCE AGENCY
PERSONNEL

SEC. 501. Section 4 of the Central Intelligence Agency Act of 1949 (50 U.S.C. 403e) is amended—

- (1) by inserting "(a)" before "Under such regulations"; and
- (2) by adding at the end thereof the following new subsection:

"(b)(1). The Director may pay to officers and employees of the Agency, and to persons detailed or assigned to the Agency from other

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19 February 1982

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agencies of the Government or from the Armed Forces, allowances and benefits comparable to the allowances and benefits authorized to be paid to members of the Foreign Service under chapter 9 of title I of the Foreign Service Act of 1980 (22 U.S.C. 4081 et seq.) or any other provision of law.

→ "(2) The Director may pay allowances and benefits related to officially authorized travel, personnel and physical security activities, operational activities, and cover-related activities (whether or not such allowances and benefits are otherwise authorized under this section or any other provision of law) when payment of such allowances and benefits is necessary to meet the special requirements of work related to such activities. Payment of allowances and benefits under this paragraph shall be in accordance with regulations prescribed by the Director. Rates for allowances and benefits under this paragraph may not be set at rates in excess of those authorized by section 5724 and 5724a of title 5, United States Code, when reimbursement is provided for relocation attributable, in whole or in part, to relocation within the United States.

"(3) Notwithstanding any other provision of this section or any other provision of law relating to the officially authorized travel of Government employees, the Director, in order to reflect Agency requirements not taken into account in the formulation of Government-wide travel procedures, may be regulation—

"(A) authorize the travel of officers and employees of the Agency, and of persons detailed or assigned to the Agency from other agencies of the Government or from the Armed Forces who are engaged in the performance of intelligence functions, and

"(B) provide for payment for such travel, in classes of cases, as determined by the Director, in which such travel is important to the performance of intelligence functions.

"(4) Members of the Armed Forces may not receive benefits under both this section and title 37, United States Code, for the same purpose. The Director and Secretary of Defense shall prescribe joint regulations to carry out the preceding sentence.

→ "(5) Regulations issued pursuant to this subsection shall be submitted to the Permanent Select Committee on Intelligence of the House of Representatives and the Select Committee on Intelligence of the Senate before such regulations take effect."

VII(A)-24

19 February 1982

SEC. 502.
Agency Act

"(d) Authorizes the Director to authorize the use of funds for the purchase of materials and the construction of installations of defectors under Agency

UNAUTH

SEC. 503
403a et seq
section:

"SEC. 12
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Agency.

"(b) When
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SEC. 5
Act of 19

19 February

97TH CONGRESS } HOUSE OF REPRESENTATIVES { REPT. 97-
1st Session } 101 Part 1

INTELLIGENCE AUTHORIZATION ACT
FOR FISCAL YEAR 1982

MAY 19, 1981.—Ordered to be printed

Reference: Page 9
herein

Mr. BOLAND, from the Permanent Select Committee on Intelligence,
submitted the following

REPORT

[To accompany H.R. 3454]

The Permanent Select Committee on Intelligence, to whom was referred the bill (H.R. 3454) to authorize appropriations for fiscal year 1982 for the intelligence and intelligence-related activities of the United States Government, for the Intelligence Community Staff, and for the Central Intelligence Agency Retirement and Disability System, to authorize supplemental appropriations for fiscal year 1981 for the intelligence and intelligence-related activities of the United States Government, and for other purposes, having considered the same, report favorably thereon and recommend that the bill do pass.

PURPOSE

This bill would:

- (1) Authorize appropriations for fiscal year 1982 for (a) intelligence and intelligence-related activities of the U.S. Government, (b) the Intelligence Community Staff, and (c) the Central Intelligence Agency Retirement and Disability System;
- (2) Authorize the personnel ceilings on September 3, 1982 for (a) intelligence and intelligence-related activities, and (b) the Intelligence Community Staff;
- (3) Authorize supplemental appropriations for fiscal year 1981 for intelligence and intelligence-related activities of the U.S. Government;
- (4) Provide authority to the Director of Central Intelligence to pay members of advisory committees at a rate not to exceed the daily equivalent of the rate of pay in effect for grade GS-18;
- (5) Provide authority to the Director of Central Intelligence and the Director of the National Security Agency to pay benefits and allowances to certain intelligence personnel comparable to those pro-

TITLE V—GENERAL PROVISIONS

Section 501(a) amends the provision of the National Security Act of 1947 (Sec. 303(a)) limiting to \$50 the daily compensation paid members of advisory committees appointed by the National Security Council or the Director of Central Intelligence to establish a new compensation ceiling at the rate of the daily equivalent of the pay of a GS-18 government employee.

Section 501(b) makes technical corrections to reflect the renumbering of those sections of Title 18, U.S. Code cited in Section 303(b) of the National Security Act of 1947.

Section 502(a) amends the Central Intelligence Agency Act of 1949 to permit the Director of Central Intelligence to pay benefits and allowances to CIA officers, employees, detailees and assignees comparable to those paid members of the Foreign Service. The effect of this provision is to permit the Director to provide similar allowances and benefits to CIA personnel abroad as those given to Foreign Service officers and to subsequently modify those provisions consistent with changes to the Foreign Service Act any other statute granting benefits and allowances to the Foreign Service.

The subsection also permits the Director to pay other allowances and benefits to CIA personnel in connection with certain specific aspects of authorized intelligence activities—i.e., travel, personnel and physical security, operations and cover. However, this relatively broad grant of authority may be used only where the need for the allowances or benefits arises from special aspects of one or more of the enumerated intelligence activities. The benefit in question must be related directly to one of these intelligence activities and must be required to perform effectively that intelligence activity. The committee does not intend that the special requirements of intelligence activities required by the provision be so unique to those activities that no other government employees can have been similarly affected, but conversely, the Director's authority cannot be used to provide payments under this provision when the benefit is such that it meets a problem faced by significant numbers of government employees outside intelligence work. The committee will scrutinize this aspect of the provision to insure that any imbalance of benefits that may develop among government personnel is the direct result of intelligence needs and does not stem from similarly experienced problems among other groups of government personnel.

The provision also makes clear that, when benefits related to the relocation of CIA personnel are provided for moves within the United States or moves which, in whole or in part, are treated as moves within the United States, reimbursement of such moves may not exceed rates established by statute for all government employees.

Lastly, the subsection permits the Director to establish travel regulations for CIA officers, employees, detailees and assignees which would permit payment of travel expenses inconsistent with governmentwide travel procedures where the Director found that an exception to those general procedures was important to the performance of intelligence functions. Thus, for instance, if the use of government travel vouchers identifying the users as CIA personnel would be incon-

sistent with the cover of mission, the Director could travel arrangements that attach great importance to the Director, because, as with concern is to avoid authorizing personnel for which the

All these new provisions that members of the CIA may not receive benefits to military personnel on reservation, members of kinds of travel benefits able to any other government avoid this result and have of Defense shall adopt regulations should make provide the recipients received by other government working under similar circumstances in benefits available committee expects that

In addition, all the implemented by regulation the committee and to prior to their going in would be 30 days except and the Agency agree the circumstances. Reg fits and allowances as determine the ways in committee will be employed

Subsection 502(b) 1959 to permit the Director where appropriate, for tologia personnel serve CIA personnel serve, CIA personnel under limitations on the pro a requirement for import

Section 503 amends provide the Director to pay for and other training to NSA employees when suitable through government government program programs are not available and to hire or contract experts as needed. To civilian NSA employees for their present employment

sistent with the cover of a CIA officer or the conduct of an intelligence mission, the Director could use this authority to provide appropriate travel arrangements that do not have this effect. The committee attaches great importance to the finding that must be made by the Director, because, as with all the provisions of this subsection, its concern is to avoid authorizing special benefits for certain government personnel for which there is not an important intelligence rationale.

All these new provisions of the subsection are subject to the conditions that members of the Armed Services assigned to duty with the CIA may not receive benefits under this subsection and those provided to military personnel under Title 37, United States Code. Absent this reservation, members of the Armed Services could well receive two kinds of travel benefits that could aggregate to more than those available to any other government employees. The committee wishes to avoid this result and has provided that the Director and the Secretary of Defense shall adopt joint regulations to receive this end. These regulations should make a judicious choice between benefits so as to provide the recipients with those benefits which best parallel those received by other government employees—especially CIA personnel—working under similar circumstances. This may result in some differences in benefits available in different geographic locations, but the committee expects that these will be minimal.

In addition, all the authorities provided by the subsection must be implemented by regulations. These regulations must be provided to the committee and to its Senate counterpart for a reasonable period prior to their going into force. A reasonable period in this context would be 30 days except in those circumstances where the committees and the Agency agree that a shorter period is appropriate in light of the circumstances. Regulations are called for in order that such benefits and allowances as are authorized by regulation be scrutinized to determine the ways in which the broad authority recommended by the committee will be employed.

Subsection 502(b) amends the National Security Agency Act of 1959 to permit the Director of the National Security Agency to adopt, where appropriate, for a selected group of civilian and military cryptologic personnel serving in circumstances similar to those in which CIA personnel serve, the same benefits and allowances authorized for CIA personnel under the provisions of subsection 502(a). Identical limitations on the provision of dual benefits to military personnel and a requirement for implementing regulations also apply.

Section 503 amends the National Security Agency Act of 1959 to provide the Director of the National Security Agency with authorities to pay for and otherwise support language and language-related training to NSA employees, and to do so in non-government institutions when suitable training courses or instruction is unavailable through government language training centers: to support non-government programs furnishing such instruction when necessary programs are not available at government language training centers; and to hire or contract for necessary instructors or other language experts as needed. The Director is also authorized to offer incentives to civilian NSA employees to maintain language skills not required for their present employment or to acquire new languages.

The Director can also offer similar incentives, as well as appropriate training and related benefits and allowances, to retired NSA employees or to other qualified individuals in order to establish a cryptologic linguist reserve. The reserve is intended to provide a skill bank of qualified linguists for use by NSA in circumstances where their talents may be required on short notice. Section 503 specifically provides, however, that the Secretary of Defense must satisfy himself that the establishment of this reserve will not impair the effectiveness of those cryptologic military reserve units which so ably serve a significant portion of the Nation's cryptologic needs.

Lastly, the Director is authorized to provide language training to family members of a certain class of NSA employees who perform representational duties overseas. This provision, which the committee expects will be sparingly used because of the small numbers of such employees, is directly related to the representational duties these employees perform and parallels a similar provision of the Foreign Service Act of 1980. Training provided pursuant to this authority should be provided at government language centers unless appropriate courses or instruction are unavailable or impractical due to schedule or distance or unless the family member is already abroad.

In providing training or benefits and allowances related to that training to employees or to members of the cryptologic linguist reserve, the Director may require agreements from recipients to remain available for service for appropriate times or to recover sums paid to recipients where the agreements are broken. These authorities are to parallel those provided by the Training Act (5 U.S.C. 4108), but the Director is otherwise empowered to waive such other provisions of the Act when he finds it important to the performance of cryptologic functions.

The authorities provided by Section 503, like those in Section 502, must be implemented by regulations provided to the intelligence committees prior to their going into force. Further, appropriations necessary to carry out the provisions of Section 503 must be represented (consistent with existing security procedures) in a line item in the relevant appropriation act. The cost of those language training programs funded through the authority of Section 503 will be a matter of interest to the committee, particularly as the incentive programs and the cryptologic linguist reserve are fully developed.

Section 504 amends the National Security Agency Act to permit the Director of the National Security Agency to make, under applicable law, grants to private individuals and institutions for cryptologic research. These grants are to be offered to fund unclassified research of interest to NSA, although they may make provision for circumstances in which classifiable information is developed by the grantee. They are not to be offered to supplant or otherwise discourage basic research grants available from the National Science Foundation. The provision further requires that expenditures for the grant program be represented by a specific line item in the relevant appropriation act and in a manner consistent with existing security procedures.

Section 505 amends the National Security Agency Act of 1959 to provide that, when funds specifically appropriated to be transferred

by any department or NSA for the purpose materials or services, years for this purpose in the government for must often delay provided to non-Defensements of such appropriated funds are clear the public interest—make economical pur

Section 506 provides compensation and benefits authorized by current necessity for a separate fiscal year.

Section 507 establishes as of October 1, 1981.

On May 7, 1981, the report being presented is favorably reported

With respect to the Representatives, the committee has the nature and conditions of the U.S. review is outlined in the report. A wide range of programs and their need is annexed to this report.

FIS

With respect to the Representatives and staff of 1974, this legislative expenditures. The committee of rule XIII of the Rules of the House of Representatives outlines the outlays which will be incurred if these amounts are compared with those made by the committee in the classified annex with those of the executive

CONGRESS

With respect to the Representatives, the committee has the nature and conditions of the U.S. review is outlined in the report. A wide range of programs and their need is annexed to this report.

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by any department or agency outside of the Department of Defense to NSA for the purpose of purchasing cryptologic equipment and related materials or services, these funds shall remain available for three fiscal years for this purpose. NSA is the central source of procurement within the government for such materials and under present circumstances must often delay purchase orders beyond the availability of funds provided to non-Defense agencies in order to make economical procurements of such equipment. The committee believes that if appropriated funds are clearly represented for such purpose that it serves the public interest—and the public purse—to provide flexibility to make economical purchases.

Section 508 provides authority for adjustments to federal employee compensation and benefits increases during fiscal year 1982 which are authorized by current or subsequently enacted law. It obviates the necessity for a separate authorization for such increases during the fiscal year.

Section 507 establishes the effective date of all the provisions of Title V as October 1, 1981.

COMMITTEE POSITION

On May 7, 1981, the Permanent Select Committee on Intelligence, a quorum being present, approved the bill with no change and ordered it favorably reported by a vote of 9 yeas, 0 nays.

OVERSIGHT FINDINGS

With respect to clause 2 (1) (3) (A) of rule XI of the House of Representatives, the committee has held extensive hearings regarding the nature and conduct of the intelligence and intelligence-related activities of the U.S. Government in preparing this legislation. This review is outlined under the scope of the committee review section of the report. A wide range of recommendations regarding intelligence programs and their management has been included within the classified annex of this report.

FISCAL YEAR COST PROJECTIONS

With respect to clause 2(1)(3)(B) of rule XI of the House of Representatives and section 308(a) of the Congressional Budget Act of 1974, this legislation does not provide new budget authority or tax expenditures. The committee has attempted pursuant to clause 7(a)(1) of rule XIII of the Rules of the House of Representatives to ascertain the outlays which will occur in fiscal year 1982 and the 5 years following if these amounts are appropriated. These estimates, which agree with those made by the Intelligence Community Staff, are contained in the classified annex. The committee's estimates are in accordance with those of the executive branch.

CONGRESSIONAL BUDGET OFFICE ESTIMATE

With respect to clause 2(1)(3)(C) of rule XI of the House of Representatives, the committee has received no report from the Congressional Budget Office.

The Director and Secretary of Defense shall prescribe joint regulations to carry out the preceding sentence.

(5) Regulations issued pursuant to this subsection (and any changes to such regulations) shall be submitted to the Permanent Select Committee on Intelligence of the House of Representatives and the Select Committee on Intelligence of the Senate before such regulations (or such changes) take effect.

NATIONAL SECURITY AGENCY ACT OF 1959

SEC. 9. (a) * * *

(b) The Director of the National Security Agency, on behalf of the Secretary of Defense, may provide to certain civilian and military personnel of the Department of Defense who are assigned to special cryptologic activities outside the United States and who are designated by the Secretary of Defense for the purposes of this subsection—

[(1) allowances and benefits comparable to those provided by the Secretary of State to officers and employees of the Foreign Service under paragraphs (1), (2), (7), (9), (10), and (11) of section 911, and under sections 912, 914, 933, 941, 942, and 945, of the Foreign Service Act of 1946 (22 U.S.C. 1136 (1), (2), (7), (9), (10), (11), 1137, 1138a, 1148, 1156, 1157, 1160); and]

(1) allowances and benefits—

(A) comparable to those provided by the Secretary of State to members of the Foreign Service under chapter 9 of title I of the Foreign Service Act of 1980 (22 U.S.C. 4081 et seq.) or any other provision of law; and

(B) in the case of selected personnel serving in circumstances similar to those in which personnel of the Central Intelligence Agency serve, comparable to those provided by the Director of Central Intelligence to personnel of the Central Intelligence Agency; and

(d) Members of the Armed Forces may not receive benefits under both subsection (b) (1) and title 37, United States Code, for the same purpose. The Secretary of Defense shall prescribe such regulations as may be necessary to carry out this subsection.

(e) Regulations issued pursuant to subsection (b) (1) (and any changes to such regulations) shall be submitted to the Permanent Select Committee on Intelligence of the House of Representatives and the Select Committee on Intelligence of the Senate before such regulations (or such changes) take effect.

SEC. 10. (a) The Director of the National Security Agency shall arrange for, and shall prescribe regulations concerning, language and language-related training programs for military and civilian cryptologic personnel. In establishing programs under this section for language and language-related training, the Director—

(1) may provide for the training and instruction to be furnished, including functional and geographic area specializations;

(2) may arrange for Government agencies training or instruction, through nongovernmental and instruction useful;

(3) may support and language-related appropriate programs; and

(4) may obtain individuals to serve language project personnel.

(b) (1) In order to measure skills and related Agency, the Director, under title 5, United States incentives to encourage to acquire or retain professional abilities needed by the

(2) In order to provide cryptologic personnel,

(A) may pay allowances related to the training for language and instruction; and

(B) may pay allowances 57 and 59 of who are assigned duty station.

(c) (1) To the extent of Defense, with the and in order to maintain skills and related abilities the Director may establish cryptologic reserve for cryptologic personnel. Each member that, during any period the member shall perform Security Agency related duties as the

(2) In order to attract logic linguist reserve of chapter 55 of monetary incentives reserve who agree to serve and to acquire related abilities

(3) In order to cryptologic lingu

(2) may arrange for training and instruction through other Government agencies and, in any case in which appropriate training or instruction is unavailable through Government facilities, through nongovernmental facilities that furnish training and instruction useful in the fields of language and foreign affairs;

(3) may support programs that furnish necessary language and language-related skills, including, in any case in which appropriate programs are unavailable at Government facilities, support through contracts, grants, or cooperation with nongovernmental educational institutions; and

(4) may obtain by appointment or contract the services of individuals to serve as language instructors, linguists, or special language project personnel.

(b) (1) In order to maintain necessary capability in foreign language skills and related abilities needed by the National Security Agency, the Director, without regard to subchapter IV of chapter 55 of title 5, United States Code, may provide special monetary or other incentives to encourage civilian cryptologic personnel of the Agency to acquire or retain proficiency in foreign languages or special related abilities needed by the Agency.

(2) In order to provide linguistic training and support for civilian cryptologic personnel, the Director—

(A) may pay all or part of the tuition and other expenses related to the training of personnel who are assigned or detailed for language and language-related training, orientation, or instruction; and

(B) may pay benefits and allowances in accordance with chapters 57 and 59 of title 5, United States Code, to such personnel who are assigned to training at sites away from their designated duty station.

(c) (1) To the extent not inconsistent, in the opinion of the Secretary of Defense, with the operation of military cryptologic reserve units and in order to maintain necessary capability in foreign language skills and related abilities needed by the National Security Agency, the Director may establish a cryptologic linguist reserve. The cryptologic linguist reserve may consist of former or retired civilian or military cryptologic personnel of the National Security Agency and of other qualified individuals, as determined by the Director of the Agency. Each member of the cryptologic linguist reserve shall agree that, during any period of emergency (as determined by the Director), the member shall return to active civilian status with the National Security Agency and shall perform such linguistic or linguistic-related duties as the Director may assign.

(2) In order to attract individuals to become members of the cryptologic linguist reserve, the Director, without regard to subchapter IV of chapter 55 of title 5, United States Code, may provide special monetary incentives to individuals eligible to become members of the reserve who agree to become members of the cryptologic linguist reserve and to acquire or retain proficiency in foreign languages or special related abilities.

(3) In order to provide training and support for members of the cryptologic linguist reserve, the Director—

HQ. INSTRUCTION SHEET

REMOVE			INSERT			EXPLANATION
REG. NOS.	PAGE NOS.	DATE	REG. NOS.	PAGE NOS.	DATE	
		8/14/80				<div> <div></div> is added concerning designation of shortage category positions and appointment travel. The regulation also is revised to update organizational titles. </div>
<p>Arrows in the page margin show the locations of the changes described above.</p>						

STAT

DISTRIBUTION: AB

ADMINISTRATIVE - INTERNAL USE ONLY

PERSONNEL



STAT

12. RECRUITMENT AND APPOINTMENT

SYNOPSIS. No change.

a and b. No change.

c. RECRUITMENT

(1) and (2) No change.

(3) The Director of Personnel, in consultation with appropriate Operating Officials, determines the positions or families of positions to be designated as shortage category for the purpose of approving travel at Government expense from the place of residence to the first duty post in CONUS. Designation of shortage category positions will be limited to those where substantial evidence exists that the qualifications required for such positions are so unique, competitive, or difficult to locate that efforts to fill present or projected personnel requirements are significantly hampered [redacted] /Agency/ No further changes.

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NOTE: Throughout this regulation, all references to Director/Office of Personnel Policy, Planning, and Management will be changed to Director/Office of Personnel.

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Harry E. Fitzwater
Deputy Director
for
Administration

RCD [redacted] (24 Jun 82)

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		11/9/81				<div style="border: 1px solid black; width: 100px; height: 20px; margin-bottom: 5px;"></div> has been revised to add an additional function of the Director of Personnel. This function is stated in paragraph f(2)(c). Former paragraphs (c) through (t) have been redesignated (d) through (u).
Arrows in the page margin show the locations of the changes described above.						

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f. OFFICE OF PERSONNEL

(1) No change.

(2) FUNCTIONS. The Director of Personnel shall:

(a) and (b) No change.

(c) Determine the positions or families of positions

→ to be designated as shortage category.

(Formerly (c) through (t)) (d) through (u) No change.

Harry E. Fitzwater
Deputy Director
for
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